

State of Colorado

2004 – 2005 Total Compensation Summary

Prepared by the Division of Human Resources in the Department of Personnel & Administration on July 1, 2004.

This is a summary of the total compensation package paid by the State of Colorado to employees in the state personnel system.

Annual Salary Survey Adjustments – Effective 7/1/04

All eligible employees received a 2% base salary adjustment. Only permanent positions with a final performance rating above level one (unsatisfactory) are eligible.

The pay range structure was adjusted by the following.

OCCUPATIONAL GROUP	STRUCTURE ADJUSTMENT
ENFORCEMENT AND PROTECTIVE SERVICES	3.7%
TROOPER SUBGROUP	2.8%
FINANCIAL SERVICES	2.8%
MEDICAL	5.1%
HEALTH CARE SERVICES	5.1%
LABOR/TRADES/CRAFTS	2.8%
ADMINISTRATIVE SUPPORT AND RELATED	2.5%
PROFESSIONAL SERVICES	2.0%
PHYSICAL SCIENCES AND ENGINEERING	3.6%
TEACHER	2.0%
Overall Weighted Average	3.0%

Please see the [Annual Compensation Survey](#) for more detailed information.

Pay for Performance – Effective 7/1/04

Each department was allocated approximately 1.1% of payroll for performance salary adjustments (including associated PERA and Medicare costs). The State Personnel Director established an acceptable range of adjustment percentages.

Level 2		Level 3		Level 4	
Low	High	Low	High	Low	High
0.0%	1.0%	0.5%	2.0%	1.5%	5.0%

Please see the [Performance Pay System](#) section of the website for more detailed information.

Annual Leave

12 days (8 hours per month) - Beginning of employment through year 5

15 days (10 hours per month) - Start of year 6 through year 10

18 days (12 hours per month) - Start of year 11 through year 15

21 days (14 hours per month) - Start of year 16

Available leave is based on amount accrued, not on a lump sum granted at beginning of a specified period. Accrual rate is prorated for part-time. Maximum carry-over is two times the amount of annual accrued leave for any of the respective levels of service.

Sick Leave

Approximately 10 days per year (6.66 hours accrual per month) regardless of service time. Accrual rate is prorated for part-time. Maximum carry-over is 45 days. Sick leave over the maximum carry-over may be converted to annual leave on a five to one basis for a maximum of 16 hours of annual leave. Twenty-five percent of accrued sick leave, up to the maximum accrual rate, is paid upon separation due to death, retirement, or eligibility for retirement.

Funeral Leave

Up to 40 hours for death of a family member or other person. Appointing authority approves the amount of leave based on the relationship to the deceased and the distance and mode of transportation.

Holiday Leave

10 paid holidays per year.

Please see the [Leave](#) section of the website for more information.

Retirement

Effective 7/01/03 - 10.15% of gross salary (State contribution per month)

(State Troopers 12.85%)

Mandatory 1.45% contribution to Medicare for those hired after 3/31/86. State of Colorado employees do not participate in Social Security.

For more information on retirement, please see the PERA website at www.copera.org.

Deferred Compensation

Effective 6/1/04 - There is no employer match for deferred compensation.

For more information on retirement and deferred compensation, please see the [Tax Deferred Savings Plan](#) section of the website.

Dental

\$16.26 (state contribution for all tiers)

For more information, please see the [Dental Insurance](#) section of the website.

Life/Accidental Death and Dismemberment Insurance

State-paid policy of \$12,000 basic life and matching \$12,000 of AD&D. Additional optional coverage up to \$300,000 is available for employees. Spouse and dependent coverage is also available.

For more information, please see the [Life Insurance](#) section of the website.

Health Insurance

State contribution is a fixed amount only (see chart below). Contribution amount is not prorated for part-time employees.

The tables below show the state contribution to health only.

Effective through 12/31/04

Tier	Employee Only	Employee plus 1	Employee plus family
Employer Contribution-Health	\$156.06	\$232.52	\$326.46

Effective 1/1/05

Tier	Employee Only	Employee plus 1	Employee plus family
Employer Contribution-Health	\$178.06	\$303.50	\$420.03

The tables below reflect the total amount paid by the state towards all health, dental, life, and AD&D group insurance plans.

Effective through 12/31/04

Tier	Employee Only	Employee plus 1	Employee plus family
Employer Contribution-Benefits	\$173.92	\$250.38	\$344.32

Effective 1/1/05

Tier	Employee Only	Employee plus 1	Employee plus family
Employer Contribution-Benefits	\$199.00	\$324.44	\$440.97

For more information, please see the [Medical Insurance](#) section of the website.

Disability

Short Term Disability – Fully paid by state - Weekly benefit is 60% of pre-disability earnings. Benefit waiting period is 30 days.

Long Term Disability – A voluntary LTD plan, fully paid by employee, is also available.

For more information, please see the [Disability](#) section of the website.

Overtime

1.5 times paid as time-off or cash for more than 40 hours per week for non-exempt employees only.

Exempt or non-exempt status is determined on a position-by-position basis. The State of Colorado does not identify a class or an occupational group of employees as exempt or non-exempt.

For more information, please see the [FLSA](#) section of the website.

Premium Pay

Non-Health Care - 2nd Shift 7.5%, 3rd Shift 10.0%

Health Care Weekday - 2nd Shift 7.5%, 3rd Shift 14%

Health Care Weekend and Holidays – 1st Shift 7.5%, 2nd Shift 14%, 3rd Shift 20%

On-Call \$2.00 per hour

Hazardous duty - \$1.00 per hour non-base

Per Diem Rates

Reimbursement of \$0.28 per mile personal car usage. Meals = \$31, up to \$51, depending on the city and peak or non-peak season. Lodging = actual cost.

Uniform Allowance

Correctional Officers - Initial uniform issue provided, then replacements issued on or about the employees anniversary date, pending available funding.

Other reimbursements vary by occupation and department. For example, State Troopers receive \$100 per month and Wildlife Officers receive \$50 per month.

Misc. Benefits & Information

- [IRS Code 125 Plan](#): Pre-tax health premium, dependent care and health care flexible spending accounts are available.
- A variety of [Work-Life](#) options are available, including flexible scheduling, resource and referrals, and employee discounts.
- [Colorado State Employee Assistance Program](#): Goal is to help employees and protect the State of Colorado as an employer by providing early-stage, preventative intervention, helping managers and supervisor curtail workplace issues before they become a liability to the state.
- Colorado is not unionized and does not have collective bargaining.
- [Voluntary Separation Incentives](#) may be offered to avoid layoffs. Maximum is one week of salary for each full year of uninterrupted state service, up to a maximum of 13 weeks and not to exceed 25% of annual salary.